

# COUNTY WOMEN'S NETWORK

## CW-NEWS NETWORKING ENHANCES WOMEN'S SUCCESS

Winter 2004  
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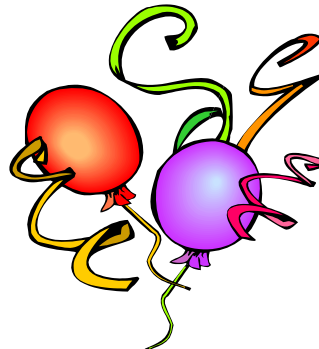
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## CWN CELEBRATES 10 YEARS OF SERVICE

The year 2005 marks CWN's 10-year anniversary, and we are planning a celebration gala for **APRIL 28, 2005**. This celebration will be a dinner party to be held at the San Bernardino Hilton Ballroom. We have a very special program planned with surprise guest appearances, music, food, and fun. Plan to bring your friends and family to this memorable event.

The celebration committee is now in the planning stages and forming subcommittees. We would like to solicit your time and talents. If you would like to serve on a subcommittee or help by contributing some great ideas, please contact Denise Murrieta at (909) 388-4264. More information will be forthcoming.



Happy Birthday,  
CWN!!

## CHAIRMAN POSTMUS VISITS CWN DESERT CHAPTER



On February 9, 2005, the Desert Chapter of CWN welcomed Chairman of the Board of Supervisors and First District representative Bill Postmus as their featured guest.

Supervisor Postmus told the crowd of 30-40 members about the challenges facing their community as a result of the rapid and significant growth (the area added 45,000 residents in a 3 month period). Traffic, infrastructure, housing, jobs and schools are some of the government systems being stretched to the limit during this high growth period. The County is working hard to recruit large employers with high-wage jobs into the area. Currently, more than 65,000 vehicles travel up and down the hill each day to and from work.

Chairman Postmus told the group that "the County employees give us a good name." He makes a special effort to stay in touch with the line employees and believes that gives him better appreciation of their issues, concerns and it helps him see, first hand, the quality of service they deliver.

When Supervisor Postmus opened the floor for questions, he was asked to respond to inquiries about health care, mass transit and managed growth. As Chairman of the Board, Supervisor Postmus is planning to revitalize the "State of the County" address. He also shared a plan the Board is considering to conduct Board of Supervisors meetings at locations throughout the County. This would provide better opportunity for residents throughout the County to interact with the Board.

## PRESIDENT'S MESSAGE—BY DENA SMITH

### CWN...TELL A FRIEND

As we glide into 2005, we mark the halfway point in the County Women's Network 2004-2005 membership year. That means that new and renewing members can join CWN for half price. The reduced rates for the remainder of this year are as follows:

- \$12.50 (those earning \$30K/year or less);
- \$17.50 (those earning \$30-40K/year);
- \$22.50 (those earning \$40-50K/year); or
- \$27.50 (those earning \$50K/year or more)



Please encourage your friends and colleagues to join CWN and take advantage of the exciting programs and activities we have planned for the remainder of this year. Remember...CWN membership is open to employees of the County of San Bernardino, SANBAG, LAFCO, County Schools, and the Courts (regular membership), as well as anyone else who supports our objectives, such as city employees, students, and those in private industry (associate membership).

Visit the CWN website at <http://countyline.co.san-bernardino.ca.us/countywomensnetwork/> for information and membership applications. Thank you!

## WEST VALLEY CWN MEETING—BY DORA COOK

A West Valley CWN meeting was held on Tuesday, January 18, 2005, at the Superintendent of Schools office in Rancho Cucamonga. Jane Adams welcomed everyone to the meeting and introduced speaker Linda Bertaut. Ms. Bertaut presented "Energy Management."

The attendees enjoyed an hour of learning ways to better balance their lives, as well as methods for detecting what kinds of energy we all use to keep our lives in balance or off balance. Did you know there are four types of energy? Everyone described which one they thought they had from physical, mental, emotional, and spiritual/energy.

In addition, Linda described her Reiki Energy Management Chart and what kinds of therapy could be used to help enhance our energy and offset the unbalancing. Some of the other forms of therapy are aromatherapy, diet and exercise, massage, and music.

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## THE YEAR IN REVIEW...2004 PROGRAM RECAP



**Dr. Rhoberta Shaler presented "Wrestling Rhinos" in September 2004**

The County Women's Network has been built on a foundation of education and networking and our monthly lunch programs offer both. In July, the focus was on planning. CWN members came together to help us "Shape Our Future." Members participated in an interactive workshop during which Jennifer Vaughn-Blakely led us through a process that helped us to examine CWN's mission and challenged us to visualize the future of our organization.

Our August program, "Be Safe, Not Sorry," was all about protection. Identity theft is a real threat; and in this program, Bob Schreiber from the District Attorney's Public Integrity Unit explained that criminals are becoming increasingly sophisticated. As a result, we have to be ever more vigilant about safeguarding our personal and financial information. Bob was gracious enough to allow his presentation to be posted to the CWN website for the benefit of our members. If you have not done so already, please check it out.

In September, we turned our attention to self-improvement. Dr. Rhoberta Shaler's presentation on "Wrestling Rhinos" had us take a look at the "rhinos" in our workplace who take credit, threaten for no reason, knock our ideas, and "snort and stomp just for the sake of it." Her presentation included strategies for identifying and coping with those who create strife and conflict in the workplace.

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## THE YEAR IN REVIEW...2004 PROGRAM RECAP

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October was National Breast Cancer Awareness month and a fitting time for a program focused on women's health. Robin Maupin, an ovarian cancer survivor, helped CWN members increase their awareness of the importance of diagnosis and treatment of this silent and deadly form of cancer. We also heard from Dr. Steve Mason who shared his insights regarding quality of life and lifestyles.



In November, we had our third annual Holiday Boutique where CWN members took advantage of the opportunity to buy and sell from their fellow members. Shoppers enjoyed browsing amidst a wide variety of goods and services for sale and buying items, such as handmade pillows, ornaments, jewelry, plant arrangements, cards, dolls, makeup, jewelry, scrapbooks, knit items, and other lovely gift items. The vendors and shoppers also enjoyed hot chocolate, hot apple cider, coffee, and delicious homemade biscotti and other cookies. The 2004 Holiday Boutique was a great success for all members of CWN as the fundraiser proved to be profitable and raised over \$360.



We ended 2004 with our members-only Holiday Luncheon, which was held at the Elks Lodge in San Bernardino and fashioned after an English Christmas. Members enjoyed music from a local flute quartet, The Silver Winds, followed by a buffet lunch, singing, gifts, and door prizes. A good time was had by all!





## MEET YOUR BOARD MEMBERS—JEANNIE ADAIR

Jeannie Adair was appointed in June 2002 as the Assistant Assessor for the County of San Bernardino. She was born in San Bernardino and has lived and worked in the Inland Empire her entire life. Before she came to the work for the County, she was the governmental account executive for The Sun newspaper.

Fourteen years prior to that, Jeannie owned and operated her own business—Adair Photography of Redlands, California. She stated, "In the private sector, excellent customer service and pride in workmanship wasn't just about the bottom line, but also a matter of survival. I hope to instill this essential philosophy in everyone I have the privilege to



**Jeannie Adair**  
Director of Mentoring (Second Position)

work and associate with."

Last year, she participated in the County Women's Network (CWN) Mentoring Program as a Mentor and is currently the Director of Mentoring, second position. "This program provided opportunities beyond anything I could have hoped for. I made priceless new friends with employees and departments heads that I may have never met without the affiliation of CWN.

She is very active in the community and sits on a variety of program committees including: the Vice President of the Board of Directors of the YWCA of Greater San Bernardino, as well as their event chairperson. Jeannie also

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## A PERSONAL SUCCESS STORY—BY LINDA DORSETT-OTTA

In September of 2003, I replied to an ad in the Yucaipa News-Mirror, a weekly newspaper. The News-Mirror had openings for freelance writers. Timidly, I submitted CWN newsletter articles I had written as well as other examples of my writing. I waited patiently... and waited... and waited.

In March of 2004, I received a call from the editor, Claire Marie Teeters. She first apologized for the delay in getting back to me and then asked if I was still interested. I could write about subjects related to living in the Yucaipa area as well as be given assignments. Most of the assignments would be on the weekends with a few at night during the week.

Of course, I was interested! I was going to be able to get out of the house, have fun and explore Yucaipa and the surrounding area. I wrote two articles in March and then got busy with my new husband, Steve. In September of 2004, I started writing articles on a regular basis.

To date, I have had as many as three articles in an edition of the paper. I have reviewed plays, covered a fashion show, community events, grand openings of businesses, luncheons, and exhibits. Among my favorite articles

are the review of "The Philadelphia Story" and the "Cruisin, Critters, and Commerce" community event. The former because I like Katherine Hepburn, and the actress who portrayed the same character that she portrayed in the play and movie could have been Kate's double! The latter had old cars and trucks as well as many furry friendly critters. My favorites were the old trucks and rescued greyhounds.

### Call for Nominations

*The CWN Board position of Director of Publicity is currently open. If you or another regular member of CWN is interested in filling this position, please contact CWN Board President Dena Smith at (909) 388-4250. Thank you.*

I am thrilled each and every time I see my byline either in print or on the News-Mirror's website. Yesterday, I received my official "Press Pass." I receive compliments on my writing both from the editor and from members of the public. This past Tuesday, I met a lady and when she heard my name, she actually told me she read my articles in

the paper, and she liked them!

I am becoming "known." In addition to writing for the News-Mirror, I am also collaborating with my son on a nonfiction book; and I am learning how to sketch, as I would like to illustrate as well as write a children's book.

My real job is as a Court Secretary II. I am proud to say I just completed my 20th year with the Superior Court. The last 10 plus years have been in the Redlands District. I am happy to say that I LIKE my position! The CWN Mentoring Program helped get me going and made me stronger at work and at home. I am a Class of 2000 graduate. The scholarship monies have helped acquire skills and experience in many areas.

I recommend everyone go through the CWN Mentoring Program and apply for a scholarship! I would also like to suggest that if you should have a secret desire to write, learn to dance, to sing, to paint—go for it! You will never know the joy of accomplishing a dream unless you try! *(Linda Dorsett-Otta formerly served as the CWN Director of Publicity and publisher of this newsletter in 2001-02.)*

## **CWN MENTORING PROGRAM: LADIES ON THE MOVE!**

### **BY DIANA ALEXANDER, DIRECTOR OF MENTORING (FIRST POSITION)**

The 2004-2005 County Women's Network Mentoring Program is alive and well! This year, 16 wonderful ladies joined the program and formed the following mentoring circles:

#### **VALLEY CIRCLE**

##### **Mentors**

<b><u>Name</u></b>	<b><u>Department</u></b>	<b><u>Title</u></b>
Jane Adams	Transitional Assistance	Deputy Director
Jessie Burr	Performance, Education and Resource Center	Training Instructor
Lynne Fontaine	Transitional Assistance	Employment Services Manager
Cindy Patterson	Real Estate Services	Real Property Agent II

##### **Protégés**

<b><u>Name</u></b>	<b><u>Department</u></b>	<b><u>Title</u></b>
Emily Danner	Fleet Management	Staff Analyst II
Laura Herrmann	Facilities Management	Fiscal Clerk II
Bik-yiu Lau	Human Resources	Employee Benefits Representative
Anna Leichter	Transitional Employment	Services Specialist Assistance
Heather Maugh	Child Support Services	Child Support Officer
Arlene Mendoza	Child Support Services	Supervising Child Support Officer
Susan Philpott	Child Support Services	Child Support Officer II

#### **DESERT CIRCLE**

##### **Mentors**

<b><u>Name</u></b>	<b><u>Department</u></b>	<b><u>Title</u></b>
Jo-Ann Burns	Transitional Assistance	Supervising Employment Services Specialist
Cheryl Johnson	Transitional Assistance	Employment Services Specialist

##### **Protégés**

<b><u>Name</u></b>	<b><u>Department</u></b>	<b><u>Title</u></b>
Laura Ebel	Child Support Services	Child Support Assistant
Ann Ray	Jobs and Employment Services	Job Placement Specialist
Andrea Wagner	Transitional Assistance	Employment Specialist

We kicked off our program year with an orientation on September 25, 2004. We were happy to have 100% of our mentors and protégés in attendance! Jeannie Adair and Diana Alexander led out in presenting an overview of the program objectives, the responsibilities of being a mentor/protégé, and all of the benefits of the program. We had a great time meeting and getting to know each other, and there was instant camaraderie among the members of the program. We also were happy to have a guest appearance by our CWN Secretary, Linda Urquizu, who spoke about the benefit she received from being a part of the mentoring program and encouraged the group to get all that they could out of the program. The circles also took time to meet and establish their monthly meeting schedules right away. They have been going strong and on the move ever since!

Our second global meeting was held on October 10, 2004. There we were pleased to receive a very informative overview of the County of San Bernardino from our CWN President Dena Smith, Chief Learning Officer of the Performance, Education & Resource Center. Dena gave a PowerPoint presentation that included everything from the history, geography, and population of the County to the various departments, budget processes, and an overview of our County as an organization. Dena also surprised us by bringing in Carol Anselmi, Assistant County Administrator of the Human Services Systems. Carol spoke with us about her career with the County and gave us tips on accomplishing a successful career. We then adjourned and joined the Board of Supervisors meeting where Chairman Dennis Hansberger had us stand as he welcomed us to the meeting, spoke about the mission of CWN, and encouraged us to keep up the good work!

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## CWN MENTORING PROGRAM: LADIES ON THE MOVE!

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On November 10th, we had our final global meeting of 2004 when Peggy Dillaman, Career Development Manager of the Performance, Education & Resource Center, did a "career assessment" presentation. She led us in an exercise to help us determine our career choices.

We have several more fantastic speakers who will present the following topics through June 2005:

- January – Interviewing Skills
- February – Temperament Assessment
- March – County Budget
- April – Professional Image/County Career
- May – Leadership Forum (Board of Supervisors, County Administrative Officer, Presiding Judge, CEO, Superintendent of Schools)
- June – Graduation!

So, the ladies of the County Women's Network Mentoring program are truly on the move. We are on the move towards growth, knowledge, friendship, success, and fulfilling the mission of promoting professional and career growth! More

## CWN BOARD MEMBER HIGHLIGHT—JEANNIE ADAIR

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serves on other boards of directors, including the Kiwanis Club of San Bernardino, Cal State University's College of Education, and Cape Terrace Homeowners Association. In speaking with Jeannie, you quickly become aware of her passion for customer service whether through implementation and support of programs in the Assessor's Office or at the broader County level with their

innovative programs under development.

Jeannie is a recent graduate of the San Bernardino Chamber of Commerce's Leadership program. Although work at the Assessor's Office, County Women's Network, and many community service organizations keeps her very busy, she also enjoys traveling with girlfriends for sun and relaxation to Las Vegas and Laughlin, Nevada.

Jeannie's future travel goals are to visit her family's hometown of Ponza, Italy for the first time.

For those of you who have not yet met Jeannie, you'll recognize her through her enthusiasm and energetic support for Assessor's Office employees and CWN members and Mentoring Program participants.

## WEST VALLEY CWN MEETING

*(Continued from page 2)*

One of the participants volunteered to be a model for Ms. Bertaut to demonstrate Reiki. The demonstration was excellent, and the volunteer felt great at the conclusion of the 15-minute procedure. Linda treated the attendees to a demonstration of her Petal Potions and how certain aromas can calm a person down or bring one's energy level up. So, many thanks to Linda for spraying these aromas throughout her presentation. Everyone was alert and enjoyed the different scents from peppermint to a wakeup-call mist that smelled of rosemary.

Linda donated a sachet of her potions and tea for the door prize and also sold her potions, CDs, and other great items after the presentation. There were three other door prizes awarded and a 50/50 drawing.

The next West Valley CWN meeting will take place on Tuesday, April 19, 2005. We look forward to seeing you there!

## MARK YOUR CALENDAR FOR THESE UPCOMING CWN EVENTS

### **March 16, 2005**

**“Women’s History and California History”:** Elizabeth Cox, who wrote for the wildly popular FEDCO Reporter, will tell us fascinating tales from Southern California history from 1800 to 1920 with old California recipes. She will also speak on pioneering women during this time period.

### **April 20, 2005**

**County Employee Forum Overview and CAO Update:** County Administrative Officer Mark Uffer will give members an overview of the County employee forums as well as other important information.

### **April 28, 2005 (evening)**

**“Look How Far We’ve Come: The County Women’s Network 10th Anniversary Celebration”,** San Bernardino Hilton

### **May 18, 2005**

**Annual May Training Day:** CWN will combining resources with EAF (the County’s Executive Assistants’ Forum) for this joint event. The tentative theme for this training day event is “communication.” The program will possibly include presentations by Toastmasters and Cal State, San Bernardino Professor Daniel Tuckerman.

### **June 15, 2005**

**Annual Board Installation and Mentoring Recognition Luncheon:** In addition to swearing in next year’s Board, the Mentoring Program graduates of Class 2005 will be honored.

If you have any questions or suggestions regarding CWN Programs, please contact our Directors of Programs Angela Grisafe-De La Rosa at (909) 387-6492 or Eileen Watters at (909) 387-5342.

## DESERT UPDATE—BY JO-ANN BURNS

The Desert region of County Women’s Network held its first meeting in October. There was a broad representation of departments in attendance at this meeting. The focus of the presentation was on how to relax while on the job. Music, aromatherapy, exercise and nutrition were discussed as ways to reduce work stress and provide the best customer service.

The Desert was also proud to host First District Supervisor and Board Chairman Bill Postmus as the keynote speaker on February 9, 2005. See the article on Page 1 for a recap of this exciting and informative program.

**Mentoring:** The desert circle of the CWN Mentoring Program is going strong. The Desert mentoring circle is going strong.

Desert Chapter members are being given the opportunity to attend the State of the County address as part of the CWN contingent. That event will take place on March 10 at the Ontario Convention Center.

Stay tuned because the Desert Chapter is on the move!

## COUNTY WOMEN'S NETWORK

## 2004/05 CWN Board of Directors

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Linda D. Urquizu, Secretary  
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*Terri Conklin, Director of Membership*  
*Diana Alexander, Director of Mentoring*  
*Jeannie Adair, Director of Mentoring*  
*Shante King, Director of Special Projects*  
*Jane Adams, Director of West Valley*  
*Jo-Ann Burns, Director of Desert Region*

We're on the intranet @ <http://countyline/countywomensnetwork/>

**What is CWN?** It is an organization open to all employees of offices governed by the Board of Supervisors, SANBAG, LAFCO, and the County Superintendent of Schools, and the Superior Court of California, County of San Bernardino and to everyone supporting the Network's objectives. The organization's objectives are supported by the Board of Supervisors and the Chief Administrative Officer of the County of San Bernardino.



**DID YOU KNOW** that there is a CWN membership directory on the CWN intranet website? This list can help with networking outside our monthly lunch meetings.

The link is located directly from the CWN Intranet site at: <http://countyline/cwn/static/currentmembers.pdf>

## THE KUDOS KORNER

- **Diana Alexander** has been promoted to Training and Development Manager for the Performance, Education and Resource Centers, effective January 21, 2005.
- **Lena C. Kolar, BS, MBA**, Staff Analyst I, San Bernardino County Fire Department, Office of Emergency Services, is proud to say that she will be graduating with a Professional Paralegal Diploma this spring from Professional Career Development Institute. She is very excited about it because she learned a lot of useful legal information in school that will help her to further her career and give her advantage, in the long run, personally and professionally.
- **Melanie Reneau** was promoted to Systems Accountant III of the ACR's Management Services Section in October 2004. Almost everyone who uses FAS, the County's accounting system, knows Melanie either from training sessions or because she has assisted them with a FAS problem at one time or another.
- **Marlyn Catalon** was promoted to Accountant I of the ACR's Management Services Section in June 2004 and moved to Management Services from the ACR's Accounts Payable Section. Marlyn worked hard to make the move from Fiscal Clerk to Accountant and deserves a lot of credit for her effort.
- **Janet Chen** was promoted to Systems Accountant II of the ACR's Management Services Section in April 2004. In 2003 she joined Management Services Section from the private sector with no previous government experience but is such a quick learner that she became a key member of this section in no time.
- **Sharmaine Robinson** received a great promotion. She was secretary at ACR for four years where she took on-site accounting classes. She was promoted to Accounting Technician at the Board of Retirement and started this new position on December 13, 2004. She is learning SO much and loving her new job! She shares that "the staff is great."
- **Elizabeth Sneed**, Employment Services Specialist, accepted a promotion to Social Worker II at DAAS in January 2005.
- **Denni Jones** of the Courts and started off as a Legal Processing Assistant Trainee and was promoted to a Legal Processing Assistant I on December 1, 2004.
- **Eileen Watters** was promoted from Executive Secretary I at Human Resources to Executive Secretary II at County Counsel on November 1, 2004.
- **Michelle Althiser** promoted from Staff Analyst I to Staff Analyst II with the Library. Then, in January 2005, she promoted to Administrative Supervisor I with Fleet Management.
- **Emily Danner** was promoted from Program Specialist I for HSS Administrative Program to Staff Analyst II for Fleet Management in September 2004 and is very grateful to CWN for helping her achieve her goals!
- **Theresa Brennan** will be promoting from an AST at ARMC Quality Management to Staff Analyst II with the Public Health Department, effective February 7, 2005.
- **Aimee Westrom** recently received a promotion to Staff Analyst II at Public Health AIDS/STD/Reproductive Health.

Congratulations to each and every one of you from CWN for the hard work and motivation that brought you this success. You've made CWN proud!

